



HRMS Garnishments
Training Guide

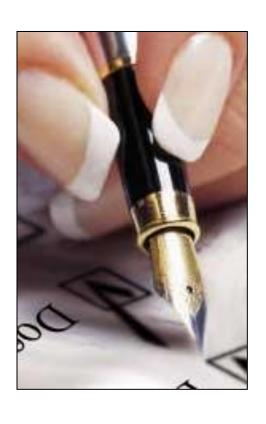
# Garnishments



## **Course Objectives**

Upon completion of this course, you will be able to:

- Understand the new terms and concepts specific to garnishment processing
- Create a garnishment
- Process a garnishment adjustment
- Release a garnishment
- View garnishment information





## **Training Materials**

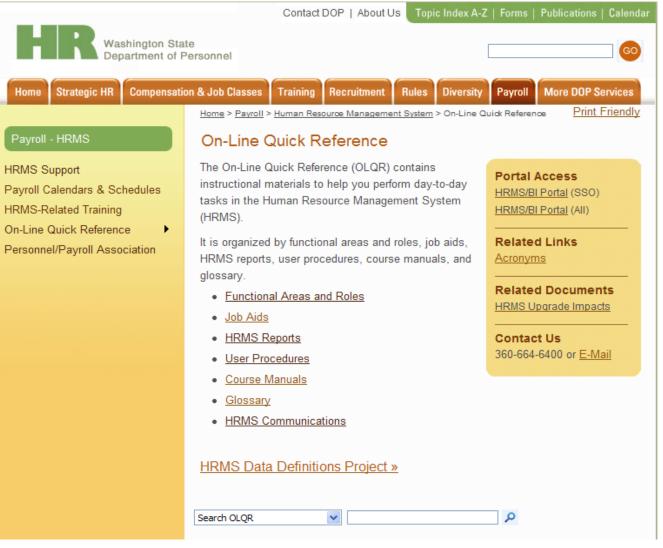
#### The following training materials and tools are used:

- HRMS Training Guide: Designed to introduce you to HRMS navigation terms and concepts and to provide the necessary information to complete the activities and exercises throughout the course.
- HRMS Activity Guide: Designed to provide you with activities and exercises that help solidify your understanding of concepts learned in the course and also provide you with an opportunity to use HRMS.



## **Training Tools**

HRMS On-line Quick Reference (OLQR): On-line help that provided you with step-bystep instructions designed to help you complete tasks in HRMS.



#### Website address:

http://hr.wa.gov/payroll/HRMS/OnLineQuickReference/Pages/default.aspx

# Introduction to Garnishments

## **Introduction to Garnishments**

Upon completion of this section, you will be able to:

- Define new terms and concepts specific to garnishment processing.
- Describe the overall payroll process and how garnishments are completed and processed in HRMS.
- Define the roles that relate to this course.



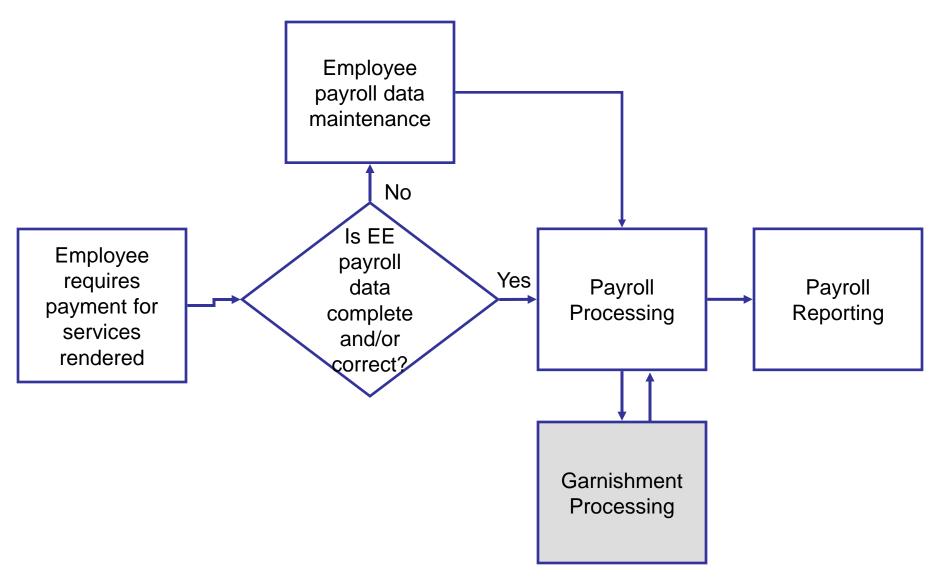


# **Key Terms**

Term	Description
Garnishment Master Data	Includes garnishment type, vendor and start date.
Infotype	Screens within a transaction that are used to enter employee information and group related data fields together. An example of an infotype: Garnishment Document (0194).
Master Data	This is essential personnel information that includes personal and organizational data which is unique to each employee.
Wage Type	It separates amounts and time units for various business processes. It enables the system to process amounts and time unites in different ways during the payroll run.



# **Payroll Overall Process Flow**





### **Garnishment Roles**

- Roles determine what a person can access, display, and change within the system.
- State of Washington uses the following roles for Garnishments:
  - Garnishment Administrator
  - Financial Approver
  - Central Agency Inquirer





## Garnishment Roles Cont'd.

Role	Responsibility
Garnishment Administrator (Agency Role)	Creates and maintains employee garnishment information for new and existing employees.
Financial Approver (OFM)	Approvers new vendors (payees for the garnishment)
Central Agency Inquirer (DES)	Enters the vendor information into HRMS to be used.



## **Garnishments Benefits**

- Unique infotypes specific to garnishment processing
- Automatic calculations
- "Start" and "To" dates allowing deductions to stop automatically.
- Allows stacking of multiple garnishments
- Multiple status options to reflect the reason for stopping a garnishment
- Two deductions for IRS delinquent tax (reducing the number of deductions to the IRS)
- Most child support payments paid through one vendor
- Writs are transferred via journal voucher to General Ledger 5189 with one vendor (payee)



## **Review Questions**

#### 1. What is the one Agency Garnishment Role?

**Garnishment Administrator** 

#### 2. Define Garnishment Masterdata?

Data specific to the garnishment. For example: the start date of the garnishment, the case number and vendor.



# Create a Garnishment

## **Create a Garnishment**

# Upon completion of this section you will be able to:

- List the different categories of garnishments.
- Explain the garnishment process flow.
- List the infotypes associated with garnishments.
- Create a garnishment.





# **Categories of Garnishments**

Garnishment Document Categories	Examples
• Creditor-Court (C)	Wage assignments (educational loans, court orders, bankruptcy orders.
<ul> <li>Federal Tax (F)</li> </ul>	Federal delinquent tax levy.
<ul> <li>Federal Tax (G)</li> </ul>	Federal garnishments that are not tax related.
State Tax ( T )	State delinquent tax.
Support (S)	Child Support, spousal support and alimony.
<ul> <li>Voluntary (V)</li> </ul>	Voluntary wage assignment.
<ul> <li>Writ (Accrued) (W)</li> </ul>	60 day writs of garnishment.
<ul> <li>Federal Tax Notification (N)</li> </ul>	Federal tax notice of payment agreement.



# **Priority Order of Deductions**

#### Mandatory Deductions:

- = Withholding Tax (Income tax, OASI, Social Security)
- Retirement (Regular contributions, and adjustments deduction from net)
- = Net Overpayments

#### 2. Court Ordered Deductions:

- Garnishments and FeesIncluding Wage Types
- \* 3005 Writs
- \* 3010 Creditor
- \* 3020 Alimony/Support
- \* 3030 Levy
- \* 3031 Notification
- \* 3040 Service Charge



# Priority Order of Deductions cont'd.

#### 3. Payments to the State Deductions:

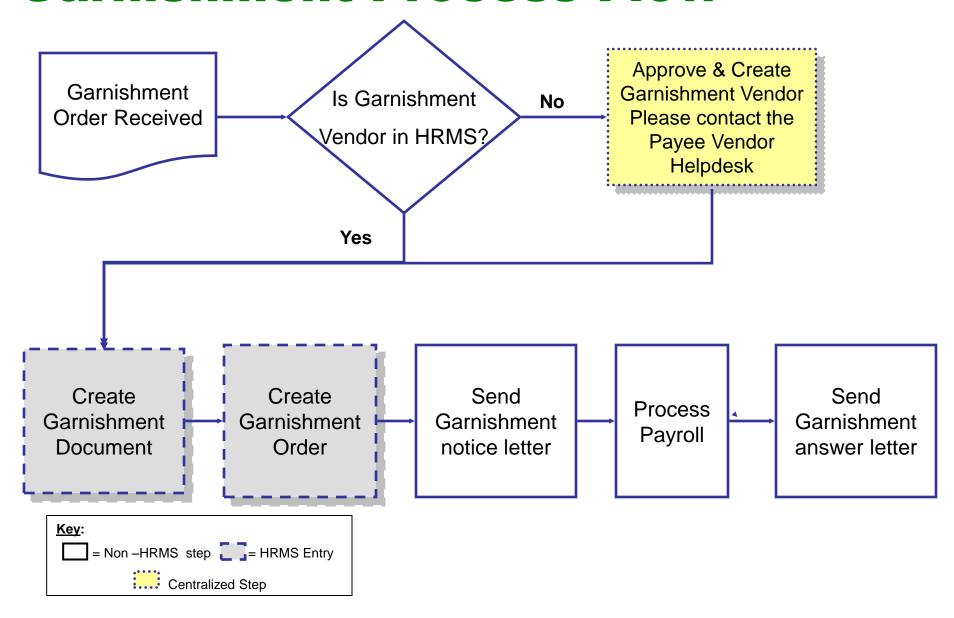
- = Health/Dental
- = Union Organizational payments
- = Payments to the State (parking/meals/lodging/excise tax)

#### 4. Employee Discretionary Deductions:

- = Health (Other), Life Ins, LTD and Autohome
- = Def Comp/Dependant Care/403B/401K
- = Credit Unions and banks
- = Restoration of Retirement
- Other Insurance (Non-HCA), Savings Bonds, Unique Programs (GET Program)
- = Combined Fund Drive, and other employee funds and associations.



### **Garnishment Process Flow**



# **Garnishment Infotypes**

#### Garnishment Document (0194)

- Used to create and store garnishment information including:
  - Status (pending, active, released, etc)
  - Garnishment category
  - Dates
  - Priority
  - Vendor Information
  - Originator Information



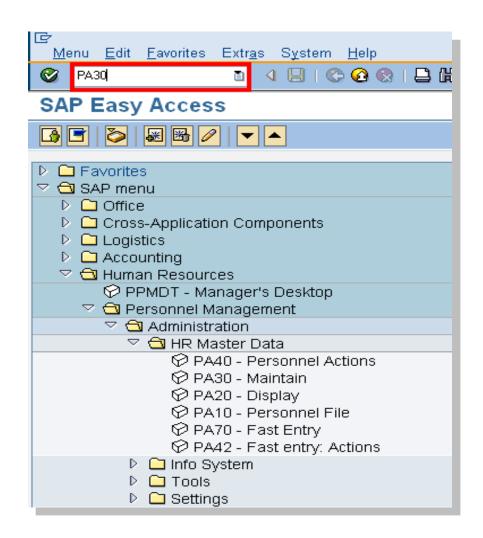
#### Garnishment Order (0195)

- Used to create and store the actual debt amount or debts of a garnishment including:
  - Amount of deduction
  - Initial balance of the claim
  - Periodic deduction information
  - Information on non-exempt or exempt limits



## **Garnishment Menu Path**

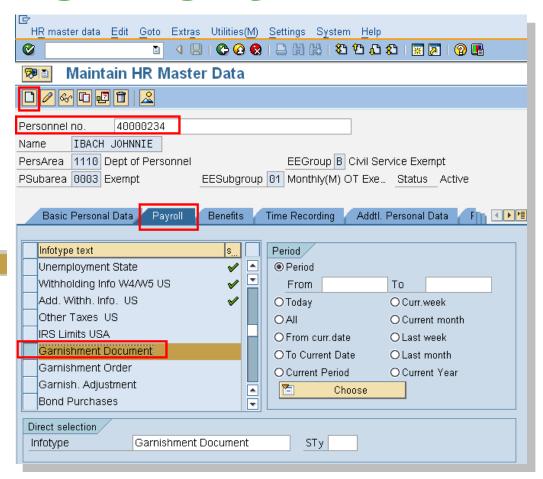
- To access the Garnishment Infotypes, follow menu path: Human Resources → Personnel Management → Administration → HR Master Data → Maintain
- You can also access the Garnishment Infotypes by using the transaction code
   PA30 (Maintain HR Master data)





## **Create a Garnishment**

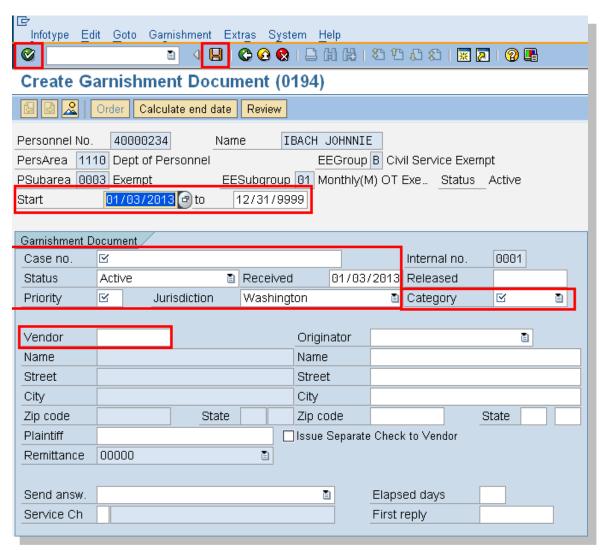
- 1. Enter the employee's Personnel no.
- 2. Click (Enter) to validate.
- 3. Under the Payroll tab, select Sarnishment Document
- 4. Click (Create) to create.





# Create a Garnishment Document (0194)

- Fields to complete:
  - Start and End dates
  - Case Number
  - Status
  - Received
  - Priority
  - Jurisdiction
  - Category\*
  - Vendor





### **Garnishment Vendor Information**

#### 2181700 EFTPS IRS Payment for W/H Tax

- This vendor is used to pay the taxes paid on applicable wages during the normal payroll process. This payment is sent to the IRS via an EFTPS.
- Agencies should not select this vendor. This is for DES use only.

#### 2181701 Internal Revenue Service-ACS

 This payment is for IRS Levies and is payable to US Treasury with a mailing address of PO Box 24017, Fresno, CA 93779-4017. This vendor type is "Regular" which will be returned to the agency for mailing and the agency would create their own MDR if desired.

#### 2181702 Internal Revenue Service

 This payment is for IRS Volunteer Wage Assignments and is payable to US Treasury with a mailing address of PO Box 24017, Fresno, CA 93779-4017. This vendor type is "Regular which will be returned to the agency for mailing and the agency would create their own MDR if desired.

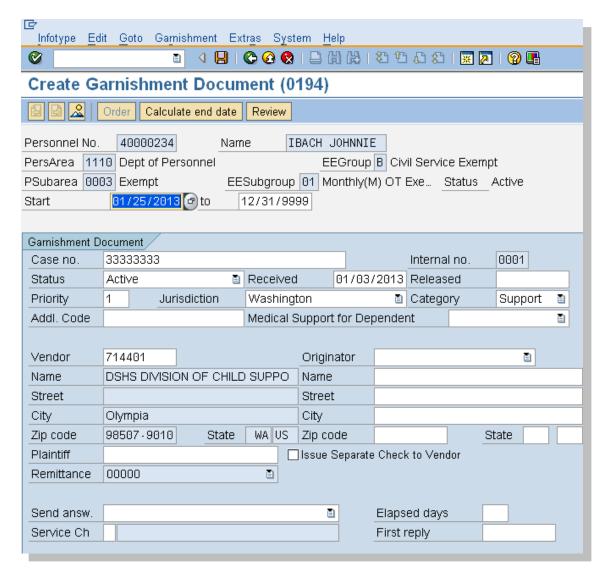
#### 9999999 GL5189 Accrual Vendor

 This vendor is used for Writs only. This payment will accrue to the GL 5189 account.



# Create a Garnishment Document (0194) cont'd.

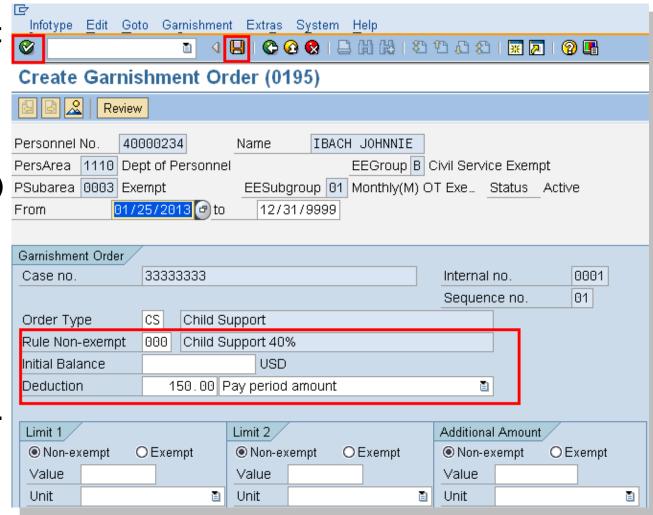
- Click (Enter)
   to validate.
- Click (Save) to save and continue.





## Create a Garnishment Order (0195)

- Fields to complete:
  - Rule Non-exempt
  - Initial balance\* For Writs only\*
  - Deduction (Value)
  - Deduction (Rule)
- Click (Enter) to validate.
- Click (Save) to save and continue.





## **Exceptions**

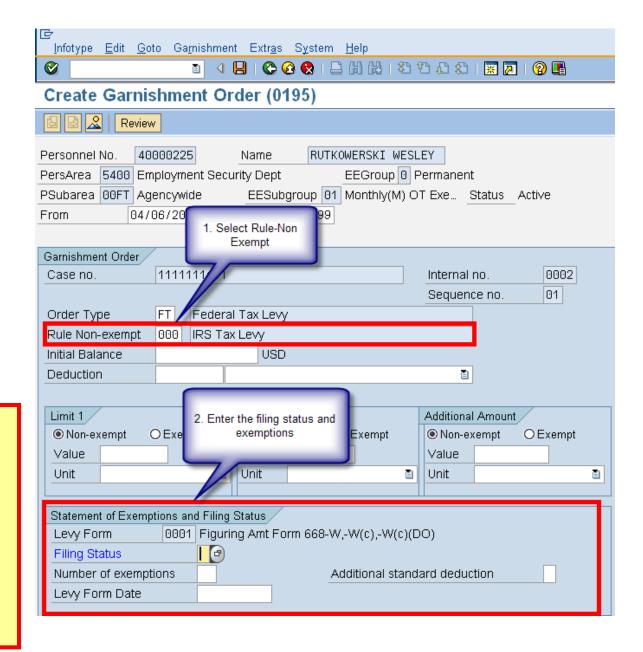
#### **Federal Tax Levy**

- Select Rule Non-Exempt
- Click (Enter)
- Fields to complete:
  - Filing Status
  - Number of exemptions

**Note**: The Additional Amount field will override the calculated amount which is based on the *Filing status* and *Number of exemptions*.

Manually calculate the deduction amount (using the table provided) and add the additional amount. Place the total in the *Value* field.

Run a Payroll Simulation to view the payment amount.



# **HRMS Activity**



Create a Garnishment Document and Order (Demonstration, Exercise)



## **Review Questions**

1. What transaction code is used to access the *Garnishment* infotypes?

**PA30** 

- 2. What two infotypes are used to process a garnishment?
  - Garnishment Document (0194)
  - Garnishment Order (0195)
- 3. What type of information is included on the Garnishment Document?
  - Start & To Date
- Case Number

- Status

- Received Date

- Priority

- Jurisdiction

- Category

- Vendor



# Release a Garnishment

## Release a Garnishment

Upon completion of this section you will be able to:

- Define the different status types that may be assigned to a garnishment.
- List the infotype used to release a garnishment.
- Complete the steps of releasing a garnishment.





# **Status Types**

### Garnishment status types:

- Pending
  - Document has been suspended by order of the originator. No wages are withheld.
- Inactive
  - Garnishment has been repaid in full, but not yet released by the originator. No wages are withheld.
- Released
  - Garnishment has been satisfied and/or paid in full and notification from the court/creditor has been received by the agency.



# Status Types cont'd.

#### Garnishment status types:

- Rejected
  - Garnishment has been issued, but the employee no longer works for the agency.
- Bankrupt
  - Garnishment is no longer applicable because the employee has been declared bankrupt.
- Reactivate for refund
  - Garnishment has been reactivated for the purpose of refunding excess garnished wages to the employee.



# Releasing a Garnishment

Release status means that the garnishment has been satisfied and/or paid in full and notification from the court/creditor has been received by the agency.

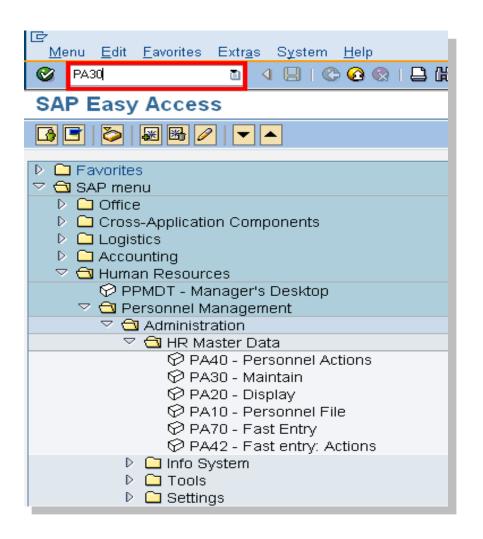
 Once the notification from the court/creditor has been received, you must enter a release status and date.





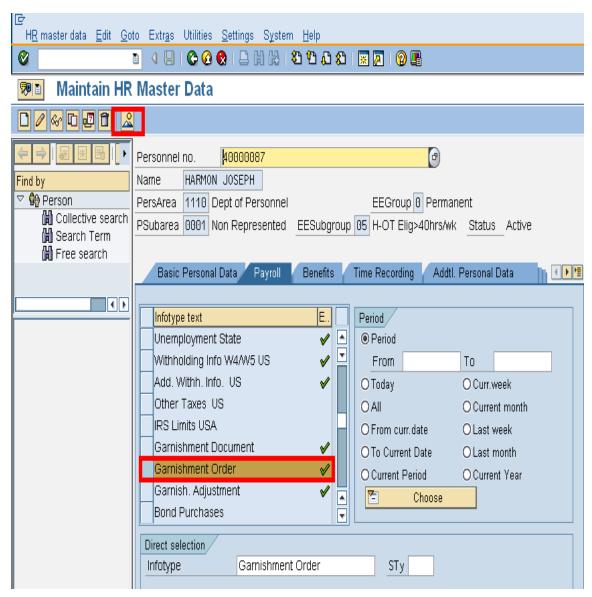
## **Garnishment Menu Path**

- To access the Garnishment Infotypes, follow menu path: Human Resources → Personnel Management → Administration → HR Master Data → Maintain
- You can also access the Garnishment Infotypes by using the transaction code
   PA30 (Maintain HR Master data)



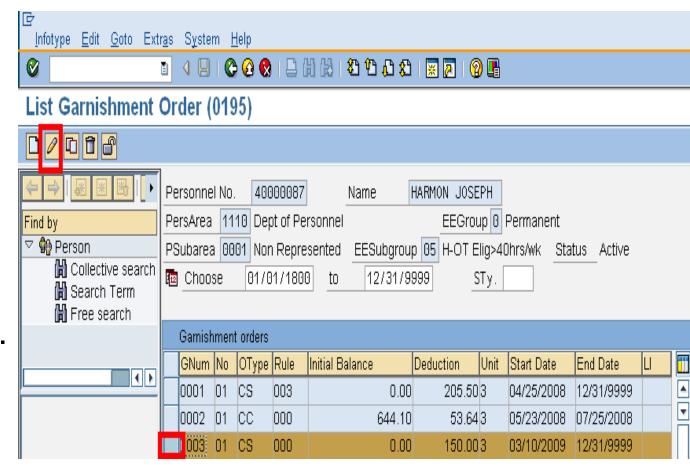


- Under the Payroll select the Samishment Order
- Click <a>B</a>
  <a>(Overview)</a> for an overview of all garnishment orders.



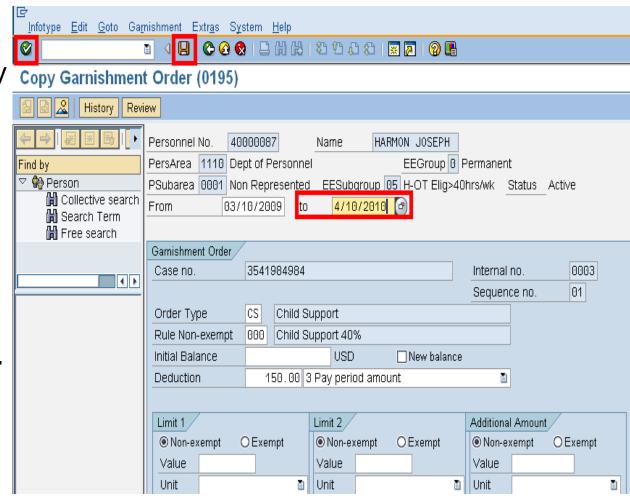


- Click the grey box to the left of the Writ that needs to be updated.
- Click 
   (Change) to change the end date of the order.





- Enter **To** date. This will be the day after the last deduction was taken.
- Click (Enter) to validate.
- Click (Save) to save and continue.

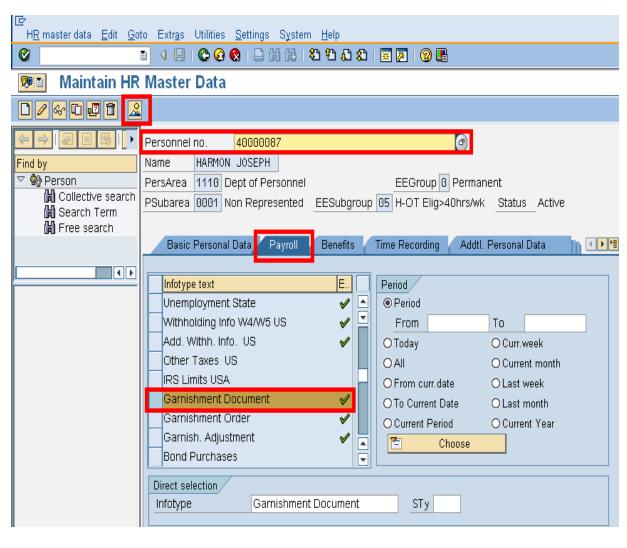




Under the Payroll select

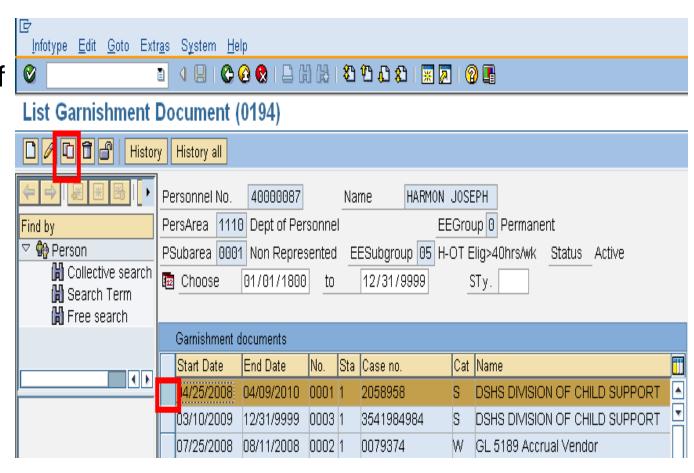


Click (Overview)



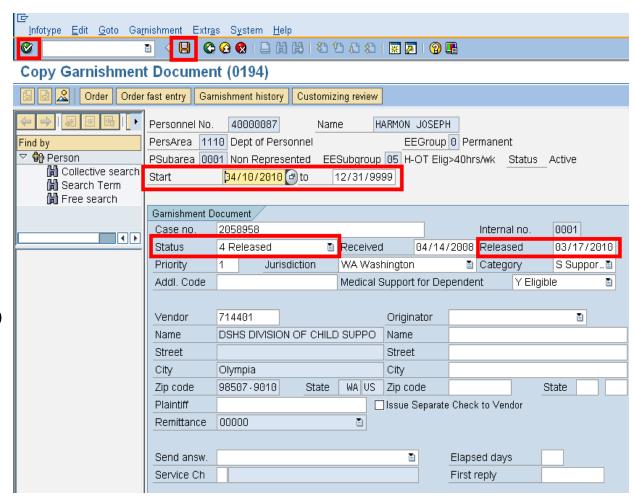


- Click the grey box to the left of the Writ that needs to be placed into released status
- Click (Copy)





- Required fields include:
  - Start date
  - To date
  - Status
  - Released date
- Click (Enter) to validate.
- Click (Save) to save and continue
- Click (back) to return to Maintain HR Master Data



**Note:** The **Start date** would be one day after last deduction was taken. The **Released date** is the actual date the on the order that tells you to release the garnishment.



## **HRMS Activity**



Release a Garnishment Document Exercise



## **Review Questions**

#### 1. What does releasing a garnishment mean?

The garnishment has been satisfied and/or paid in full and notification from the court/creditor has been received by the agency.

## 2. What fields need to be completed when releasing a garnishment document?

- -Start (date)
- -Status
- -Release (date)

## 3. What status types, other than *Release*, can stop a garnishment deduction?

-Inactive -Rejected

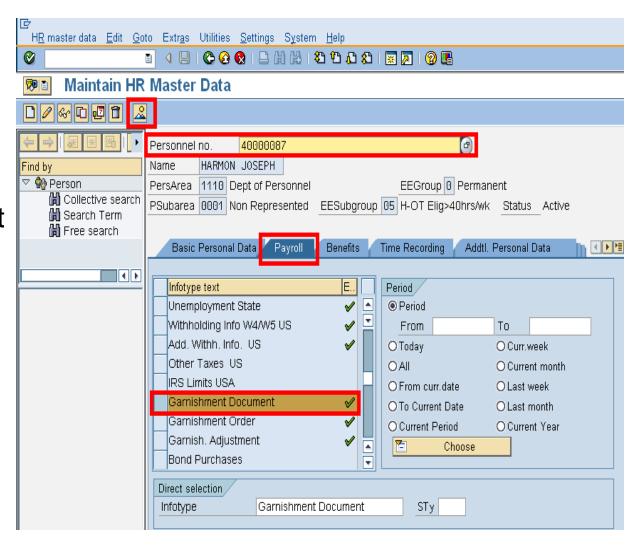
-Pending -Bankrupt



- Enter the employee's Personnel no.
- Click (Enter) to validate.
- Under the Payroll select

Garnishment Document

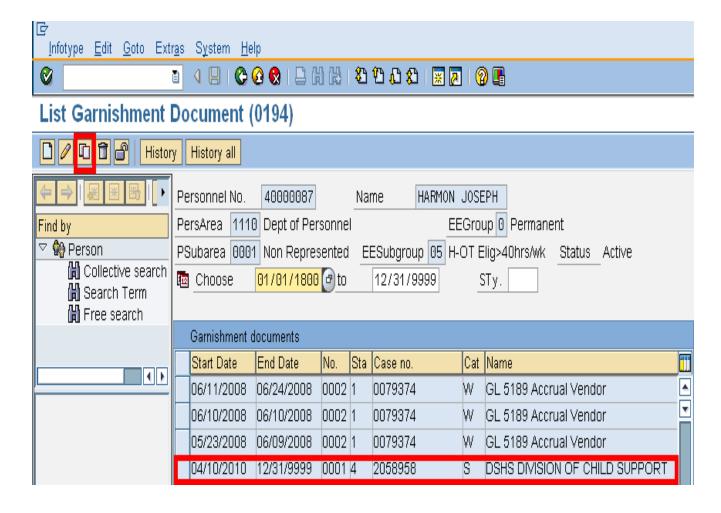
Click (Overview)





### cont'd.

- Click the grey box to the left of the released Writ.
- Click (Copy) to copy.

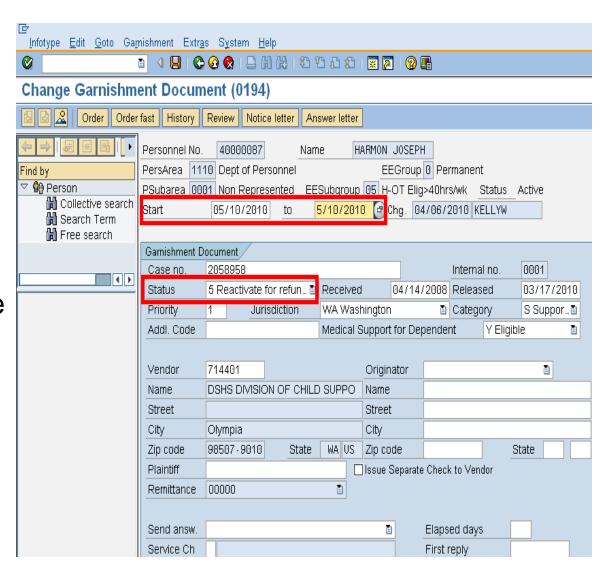




### cont'd.

- Fields to complete:
  - Start date
  - To date
  - Status
- Click (Enter)to validate.
- Click (Save) to save and continue.

Note: The Start and To date will be the actual check date that the refund is to be sent to the employee.





## Adjust a Garnishment

## **Types of Garnishment Adjustments**

There are two different types of garnishment adjustments that you can make:

#### Refund

 Used only for an accrued writ before funds are sent to the court.

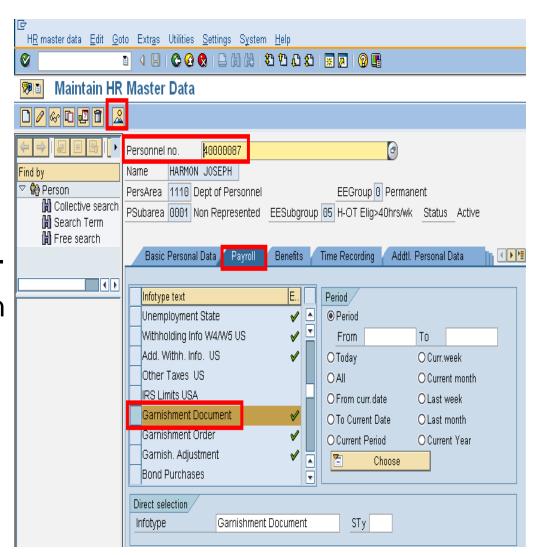
#### Additional deduction (one-time)

 Allows the employee to specify an additional amount they want withheld.



## Create the refund adjustment

- Enter the employee's Personnel no.
- Click (Enter) to validate.
- Under the Payroll tab,
   select Samishment Document
- Click (Overview) for an overview of all garnishments.



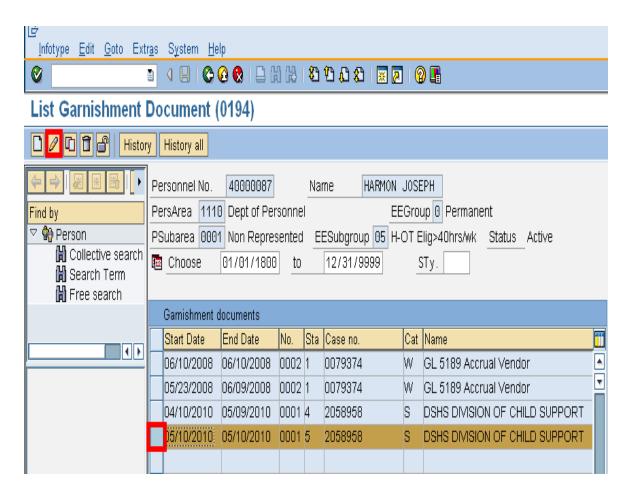


## Create the refund adjustment

cont'd.

Click the grey box to the left of the Writ that needs to be updated.

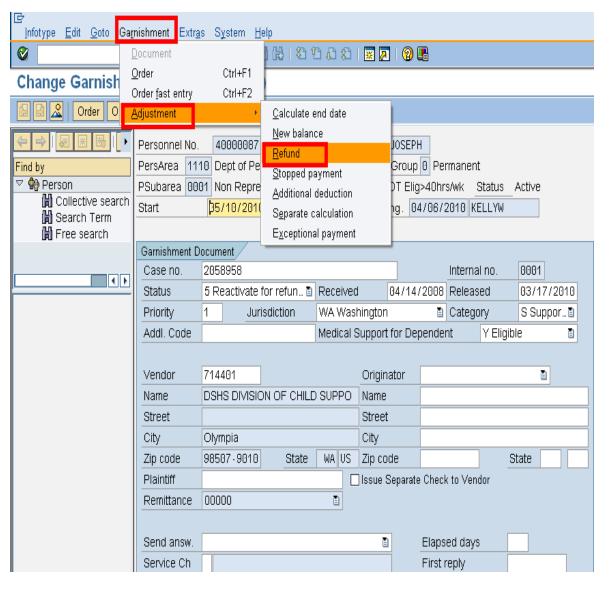
Click (Change)
 to change the end
 date of the order.





## Create the refund adjustment cont'd.

■ From the Menu bar choose
 Garnishment
 → Adjustment and Refund.



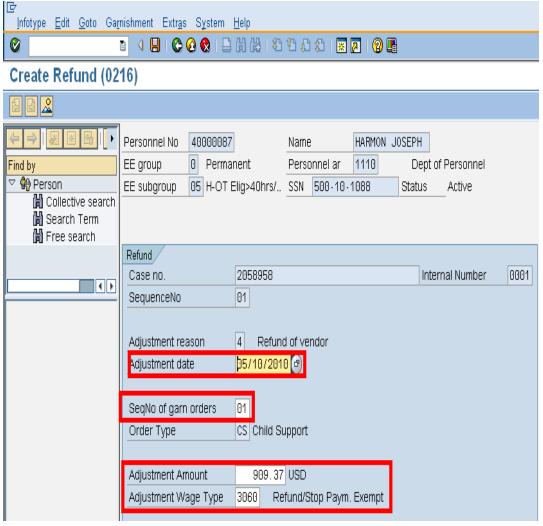


## Create the refund adjustment cont'd.

- Fields to complete:
  - Adjustment Date
  - Seqno of garn order
  - Adjustment amount
  - Adjustment wage type.
- Click (Enter) to validate.
- Click (Save) to save and continue.

#### Note:

The adjustment date is the **actual** check date of the refund





## **HRMS Activity**



Process a Garnishment Adjustment Exercise



## **Review Questions**

- 1. What types of adjustments can be made through the adjustment infotype?
  - Refund
  - Additional deduction
- 2. True or False: When creating an adjustment it will continue each pay period until you enter a stop

False, a garnishment adjustment is a one-time adjustment/deduction that will process for the designated pay period.



## Process a Garnishment For Mid-Period Employee Transfers

### **Mid-Period Transfers**

- In HRMS, when an employee transfers mid-period, a single pay check is processed for that period. The agency that receives the transferring employee reports the entire pay period taxes and most deductions.
- A garnishment assigned to a losing agency is calculated on the combined losing and gaining agency time worked and is recorded on the **gaining** agencies payroll revolving account.
- A journal voucher to transfer the funds to the losing agency may be required.
- User procedure <u>Garnishment Processing for Mid-Period</u> <u>Transfer</u> is available on the OLQR.

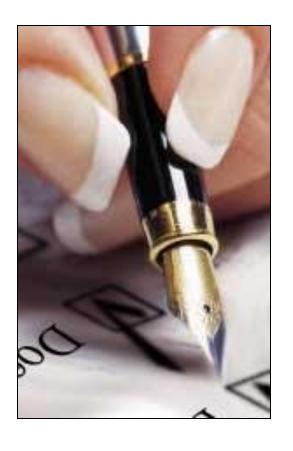


## View Garnishment History and Reports

## **View Garnishment Information**

Upon completion of this section you will be able to:

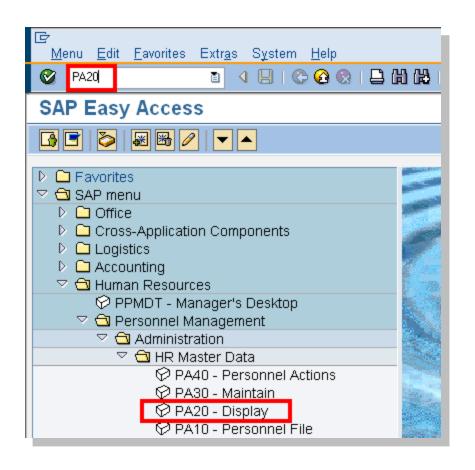
- List garnishment history.
- Describe when and how HRMS reports are used.





### **Garnishment Menu Path**

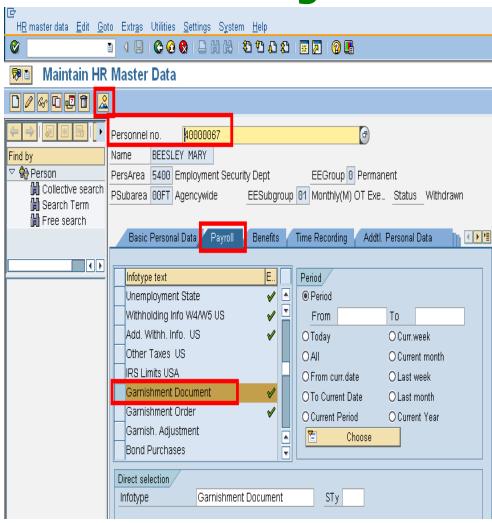
- To access the Garnishment Infotypes, follow menu path: Human Resources → Personnel Management → Administration → HR Master Data → Maintain
- You can also access the Garnishment Infotypes by using the transaction code
   PA20 (Display HR Master data)





## **View Garnishment History**

- Enter the employee's Personnel no.
- Click (Enter) to validate.
- Under the Payroll tab,
   select Samishment Document
- Click (Overview) for an overview.

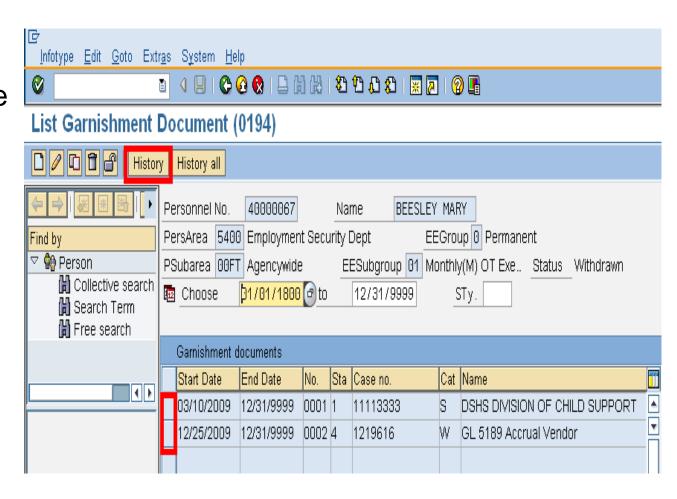




## View Garnishment History

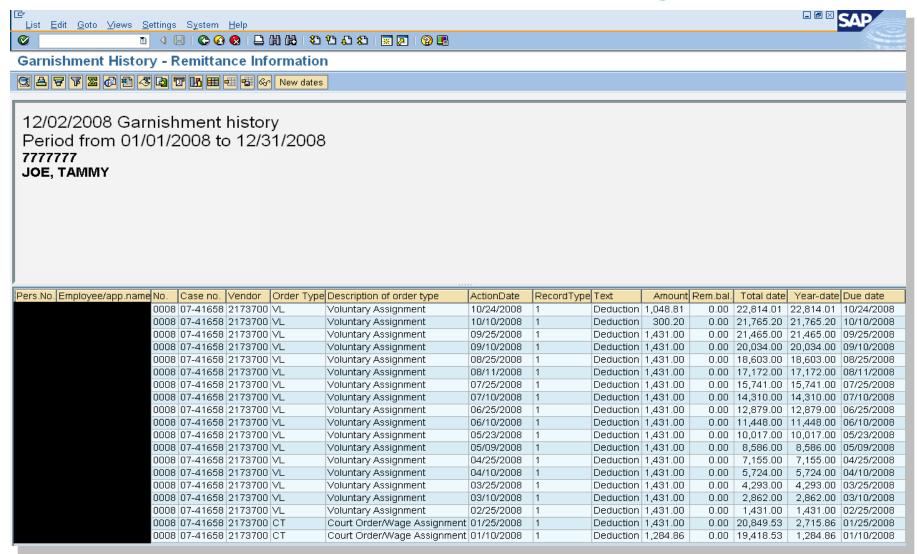
## Cont'd.

- Select grey box to the left of the garnishment you want to view.
- Click History to view.





## View Garnishment History cont'd.



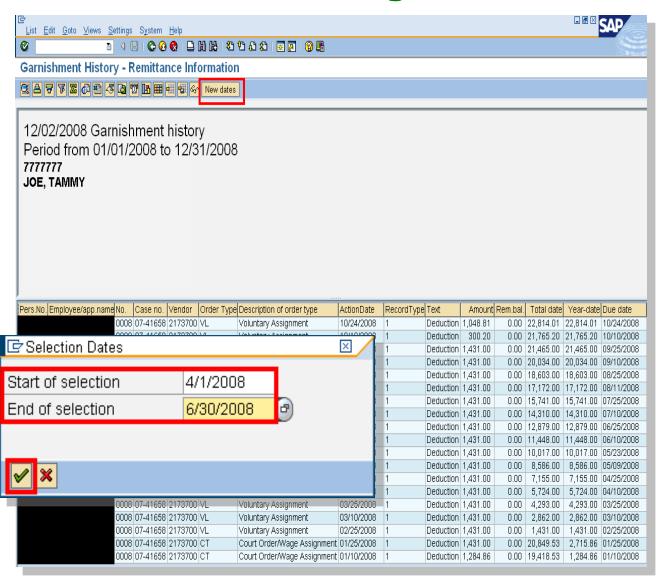
#### Note:

History is populated after payroll has been exited by DES.



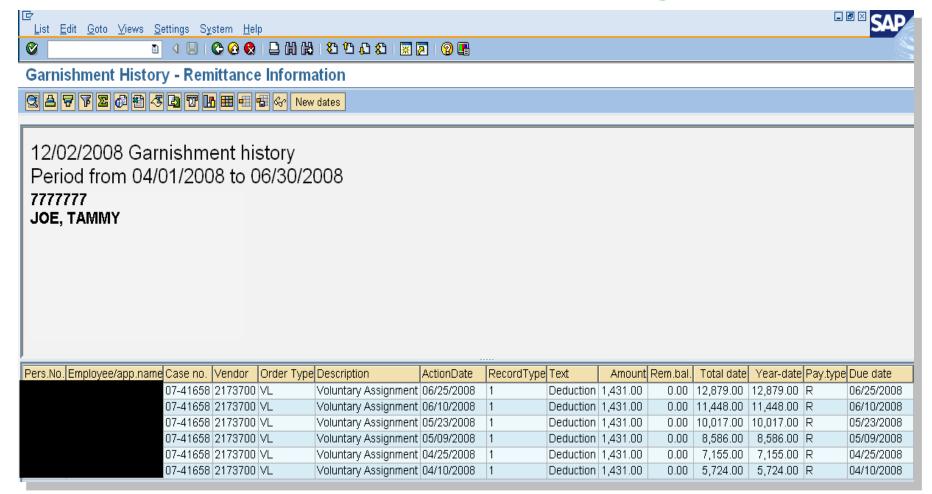
## View Garnishment History cont'd.

- The Garnishment
   History displays
   totals for the current
   year.
  - January 1, 20XX
- To change the dates to a specific period select New dates





## View Garnishment History cont'd.





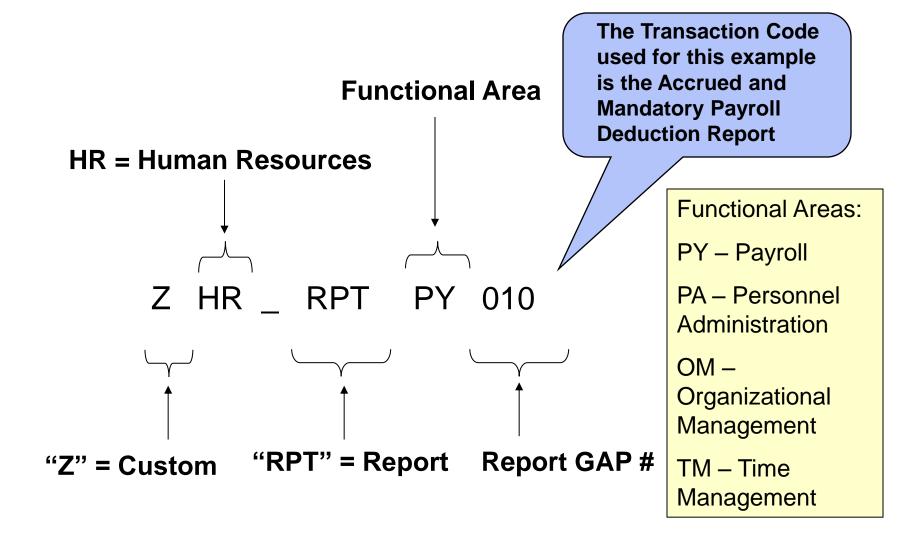
## **Benefits of reports in HRMS**

HRMS reports are available across functional areas to allow you to:

- Access reports and data that relate to business tasks performed within your role.
- Process information quickly to support decision making.
- Take a snapshot of data for your business area and personnel area.
- Data displayed in reports may be filtered or sorted to display specific data needed.
- Data is real time.



## **HRMS Customized Reporting**



## **Garnishments Details Report**

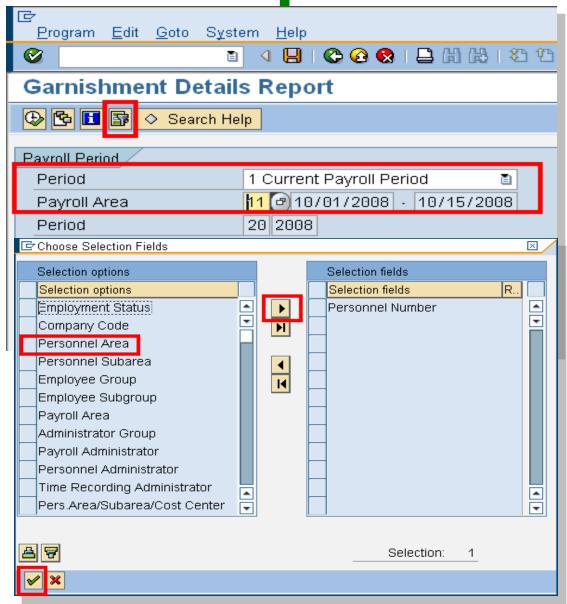
- Provides a list of employees with garnishments.
- Run this report once payroll has been exited by Department of Enterprise Services.
- Access the Garnishments Details ReportS\_AHR\_61016146





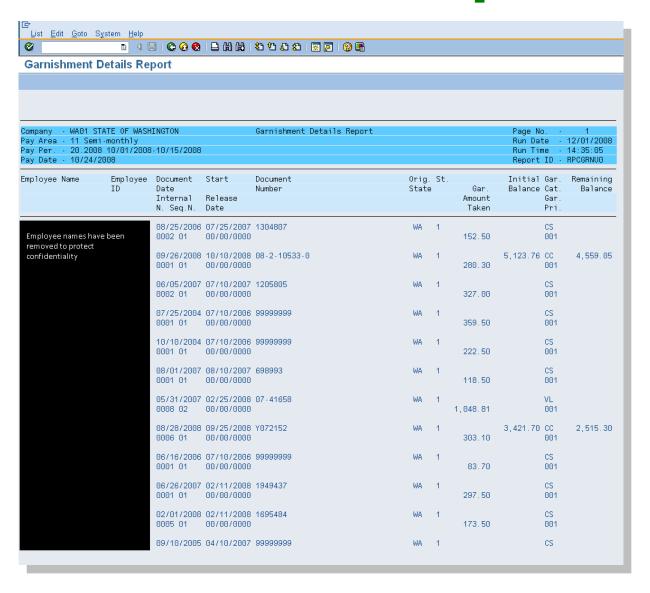
## **Garnishment Details Report**

- Fields to complete:
  - Period
  - Payroll Area
- Click (Selection Field) to bring up further search options.
- Select options
- Click **∠**(**Copy**). to accept.
- Click (Execute) to generate report.





## **Garnishment Details Report**





## **HRMS Activity**



View Garnishment Details Report Exercise

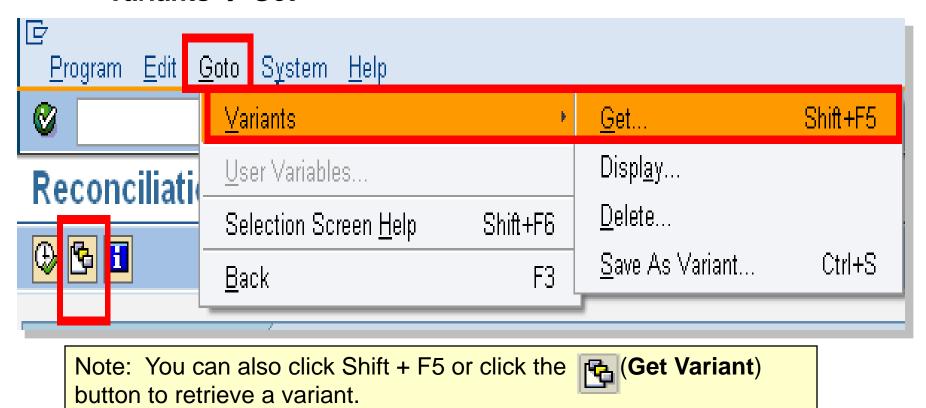


### **Remittance Detail Report**

- Use to provide a list of warrants that are not mailed out centrally by OFM.
- This can act as the agencies Miscellaneous Deduction Register (MDR).
- Refer to the OLQR User Procedure: 3rd Party Reconciliation
- Access the Remittance Detail Report using the transaction code PC00\_M99\_URMR

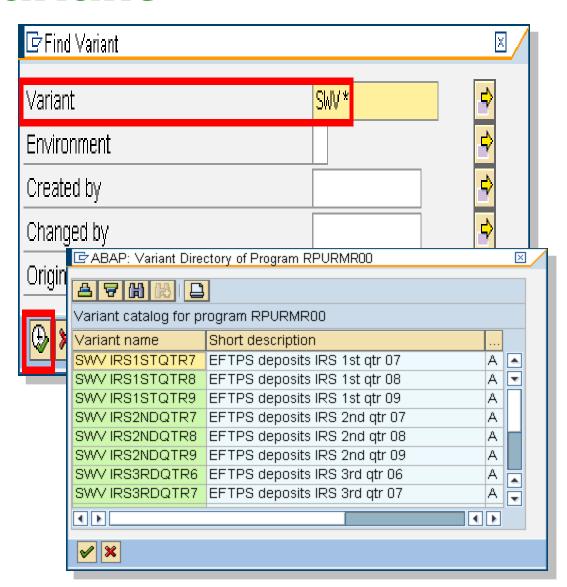
#### **Retrieve a Variant**

To retrieve a variant from the report screen click Goto →
 Variants → Get



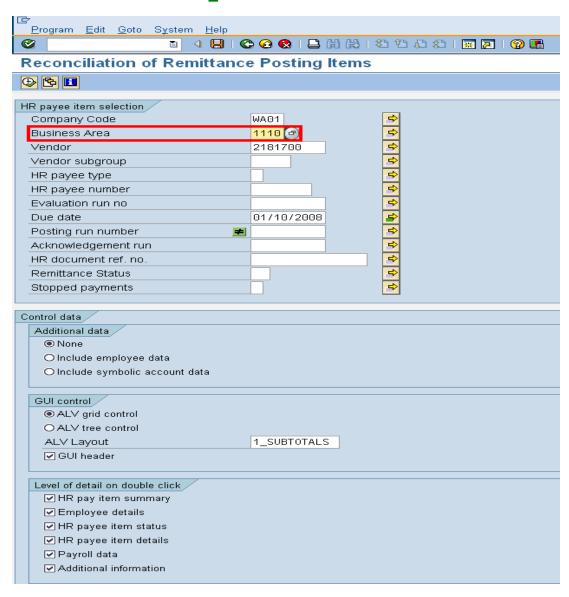
### **Retrieve a Variant**

- 2. Remove your name or personnel number in the Created by field.
- 3. Enter the variant SWV\* in the Variant field.
- 4. Click (Execute) to execute the search.



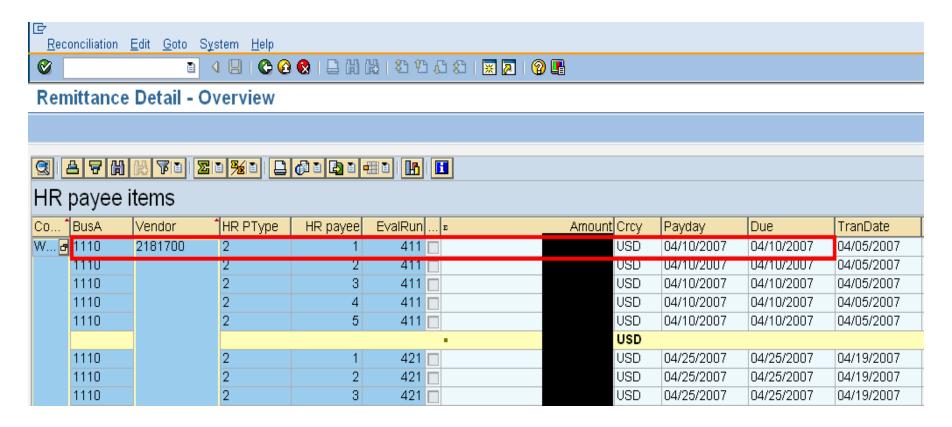
### **Remittance Detail Report**

- Fields to complete:
  - Company Code
  - Business Area
  - Vendor
  - Due Date
- Click (Execute) to generate the report.





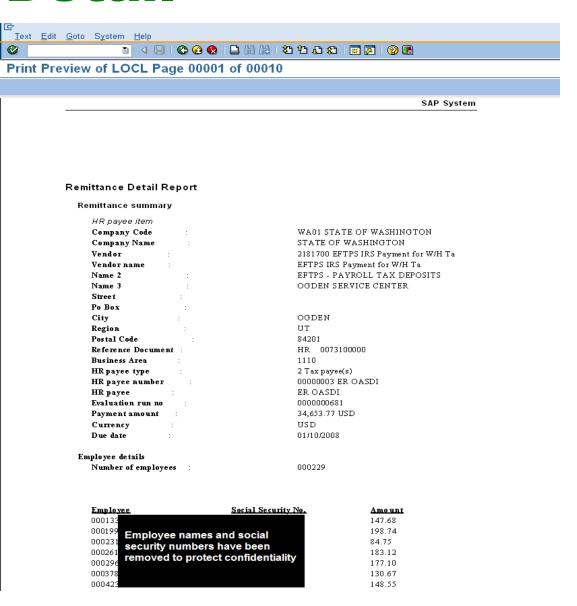
### **Remittance Detail Report**



- •Print this report by Vendor number to send as the MDR with the warrant.
- •To view the report detail double click on the dark yellow line numbers.

### **Remittance Detail**

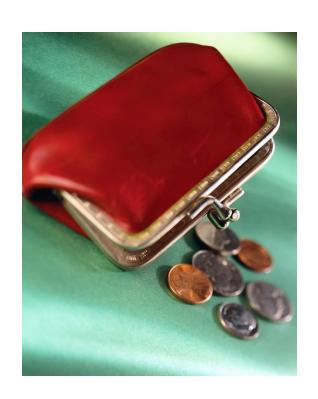
- Agencies can print the remittance detail and send to vendors along with their payments
- Displays:
  - Vendor Name
  - Amount being sent
  - Due Date
  - Number of employees
  - Employee's personnel number
  - SSN
  - Amount being paid by each employee





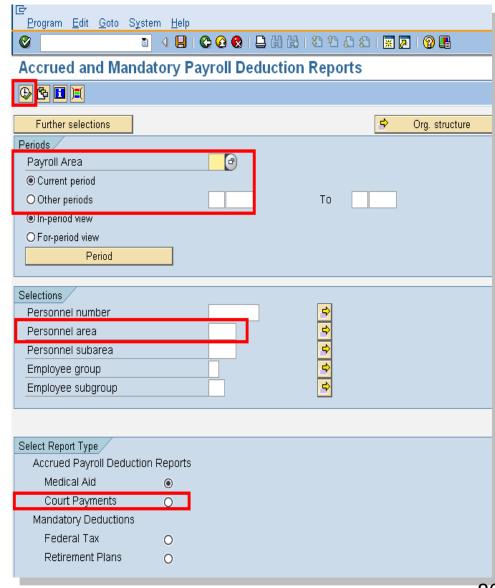
# **Accrued and Mandatory Payroll Deduction Reports**

- Used to show:
  - Medical aid and industrial insurance
  - Court payments
  - Social Security and Medicare for both employees and employer
  - Retirement summaries by plan
- Refer to the OLQR User Procedure: Accrued and Mandatory Payroll Deductions
- Access this report by using the transaction code ZHR\_RPTPY010.

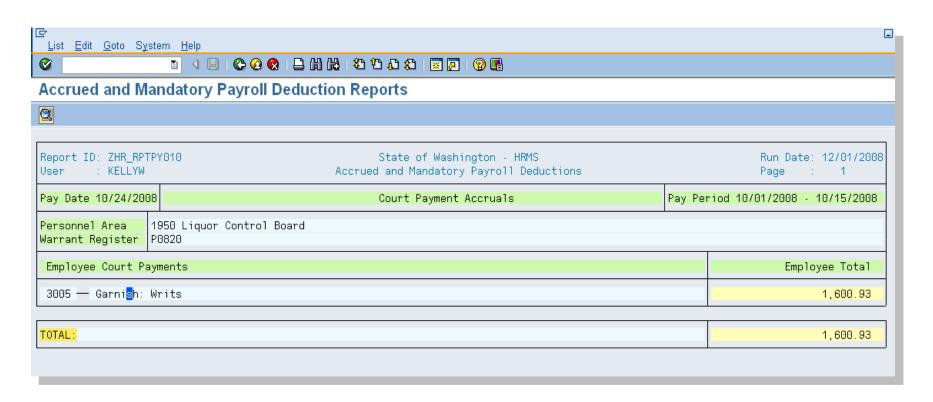


## Accrued and Mandatory Payroll Deduction Report

- 1. Click Payroll period to access the screen shown to the right.
- 2. Enter the Payroll Area.
- 3. Enter the Period to search by:
  - Current period
  - Other periods
  - In-period view
  - For-period view
  - Enter values as appropriate.
- 4. Enter the appropriate selection in the Selections field.
- 5. Select the Report Type.
- 6. Click (Execute).



# **Accrued and Mandatory Payroll Deduction Report**



This report displays the employee court payments for the selected period.

### **HRMS Activity**



View Accrued and Mandatory Deduction Report Exercise



### **Summary**

- Throughout this course, you have learned to:
  - Identify new terms and concepts specific to Garnishments
  - The process of flow of garnishments
  - Roles that relate to Garnishment processing
  - Create a garnishment
  - Make adjustments to a garnishment
  - Release a garnishment
  - View reports



### **Question and Answer**





#### Resources

#### ■ The following resources are available for your use:

- DES Service Center
   — (360) 664—6400
  - ServiceCenter@dop.wa.gov
- The Attorney Generals Office Web site
  - http://www.atg.wa.gov
- The Office of Financial Management
  - http://www.ofm.wa.gov
- The Department of Retirement Services
  - http://www.drs.wa.gov
- The On-Line Quick Reference
  - http://www.hr.wa.gov/payroll/HRMS/OnLineQuickReference/Pages/defaul t.aspx

